

THE BAYOU TIMES

LOUISIANA CHAPTER
UNITED POSTMASTERS AND MANAGERS OF AMERICA

VOLUME 8 NUMBER 1

JAN/FEB 2023

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UPCOMING EVENTS

LA UPMA meeting

Gonzales, LA
Feb 23-24, 2023

Legislative Summit

Alexandria, VA
March 19-21, 2023

LA State Convention

Natchitoches, LA
June 15-17, 2023

National Convention

Denver, CO
August 26-31, 2023

STEPS TO BECOMING AN "ACTIVE" UPMA MEMBER



Join UPMA

EAS Position

Attend UPMA meetings

Volunteer for Committee

Run for office

UPMA Email list

The Louisiana UPMA Chapter has a personal email list to disseminate information quickly to its members. If you would like to be included on this email list please send your personal email address to Karen Boudreaux at cajunpostmaster@Cox.net



www.unitedpma.org

Fill out an 1187
and
JOIN TODAY!



Retired?
Fill out an 1187R

The Bayou Times

LOUISIANA CHAPTER
USPS 601-760

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United Postmasters and Managers of America

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Loreauville, LA 70552

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at Lafayette LA 70501
AND ADDITIONAL MAILING OFFICES

SUBSCRIPTION RATE \$6.00 PER YEAR

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The Bayou Times
P O Box 515
Loreauville LA 70552-0515

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the opinions of the writer and not necessarily
the opinion or the position of the United
Postmasters and Managers of America.

THE BAYOU TIMES

LOUISIANA CHAPTER
UNITED POSTMASTERS AND MANAGERS OF AMERICA

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President - Tracy Johnson



SHOW UP & SPEAK UP

I am so excited to start the last year of my term as your President. I have learned so much, met some amazing people, and have been a part of some really important Postal Reform. The most popular with our membership was of course our 2022, 3% pay increase!!!!

I have seen many successes and also had a few failures. Louisiana UPMA has been investing in membership. We have payout incentives and give aways to encourage existing members to recruit new members. I am excited to announce that because of our efforts, we have increased our membership by 39 in 2022!

In Louisiana we have also, during my term, had some real challenges. Recovery from natural disasters, restructuring, hiring / retention struggles, and let's not forget COVID. We have definitely had to learn how to adapt to change in our careers. Even though this is my last year, I am not done yet. I am ready to make this year my best!

So, I am starting this last term with some goals. These goals are not achievable by myself though, I am going to need the membership's help.

Goal #1 – ENGAGEMENT - I would like to see our membership engage with UPMA and be more than just a dues payer. We need mentors, trainers, leaders, listeners, speakers, and people that want to invest in their careers. We need our members to decide that the issues matter enough to show up. You are al-

ready investing your money and now I want to ask you for your time. The Louisiana Chapter of UPMA provides three annual meetings, one in January/ February, State



Louisiana UPMA Board members in attendance at the national Membership Training

Convention in June, and one in September / October. We provide UPMA information, USPS training, and our MPOO's provide a Q&A panel. I am asking you to commit this year to invest 3 days in UPMA. It won't be a waste, I promise.

Goal #2 – VOICE - I want to encourage our membership to find your VOICE! We first need to become active listeners, pay attention without judgement, reflect on it and then speak out if it doesn't make sense for your office. We, the ones actually doing the job, moving the mail, and servicing the customers, need to speak up. The Postal Service needs to hear from its' Postmasters, Managers & Supervisors. We know what is working and what is not. We see where the waste is and where the excess is. Many think that to have a voice means to be spiteful, aggressive, condescending or confrontational, but this approach causes people to lose respect for the speaker and tune out. Yet, heathy feedback can strengthen employee-manager trust. I can't be your only voice anymore, so I want to help you this year to find your own.

That's it! **Show Up and Speak Up!!!** Can you help me, Louisiana UPMA, to reach my goals this year?

UPMA National Executive Board

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ecarley@unitedpma.org

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Editor - Karen Boudreaux



THERMOMETERS VS THERMOSTATS

I borrowed this analogy from my cousin's post on FaceBook as I thought immediately of UPMA when I read it. There are two types of people in the world, Thermometers and Thermostats. Thermometers are controlled by their environment and they respond to it as trained and instructed. But Thermostats are adjusted to change the environment around them to make it better for everyone. You see you can be a Thermometer and just absorb all the negativity around you and then repeat it, never helping the world get better, or you can be a Thermostat and actively try to change that environment for the betterment of all involved. UPMA is looking for some Thermostats to be involved in our chapter to help change the environment of our organization and the Postal Service. If you are a Thermometer, please join us as UPMA works to make your life and your

career better.

I had the privilege of attending the national membership training in January. It was very beneficial for me as I don't feel that I have been very good at recruiting. It's a duty that we all need to take on as our own to help our organization continue to grow to benefit all of our members.

There are many forms included in this issue. You have many opportunities to be involved in UPMA and much to learn from each other. I invite you to consider attending a couple of events this year. UPMA has much to offer. NOTE: The registration fee for National Convention will increase on April 1. First timers pay only \$95 upfront and then submit a form after the convention for a refund.

50/50 SCHOLARSHIP FUND

The 50/50 Scholarship fund is to raise funds for our Scholarship Program. Half of the money is given in scholarships and half of the money is given back to the members. Numbers are sold for \$20 each and numbers are drawn at each meeting and the state convention for cash prizes. If you would like to purchase numbers, or renew your numbers from the previous year, contact Vicky Johnson at 381-403-0812.

Great leaders encourage leadership development. By openly developing themselves.

Marshall Goldsmith

quoteancy

REMINDER

Update your beneficiaries on all of your benefits with the Postal Service, Insurance Policies, Bank Accounts, TSP Accounts, etc. If you have been employed for ten, twenty or thirty years a lot can have changed in your life in that time. It might be time to update things.



Secretary Treasurer - Donnette Elliott

LA UPMA FISCAL POLICY



STATE CONVENTION:

State Convention each year must be held in the second full week of June. The duration of the State Convention will be 3 days.

CHAPTER MEETINGS:

Louisiana will host two chapter meetings in the months below:
#1 - January / February (Legislative & Education will Host)
#2 September / October (Membership & PAC will Host)

NATIONAL CONVENTION

The chapter will pay for registration fees, most economical airfare, hotel room during the dates of the Convention and \$200.00 per person to each of the following officers: President, President of the Retirees', Secretary / Treasurer, the four Vice Presidents, Editor and Adverse Action Representative. In order to receive

the payment for the hotel room the board member must stay at a convention-sponsored hotel and present a receipt for the hotel expenses.

LEGISLATIVE FLY-IN:

The chapter will pay for registration fees, the most economical airfare, hotel room during the dates of the Summit and \$150.00 per person for members of the Executive Board including the Editor and Adverse Action Rep. Those that choose to go will be required to attend the Legislative Meetings and make visits to Capitol Hill to Louisiana Congressman and Senators, stay in the Summit sponsored hotel and present a receipt for the hotel expenses.

SOC: The chapter will pay for registration fees, most economical airfare, hotel room during the

dates of the meeting and \$100.00 per person to each of the following: newly elected at State Convention Executive Board Members. In order to receive the payment for the hotel room the board member must stay at a meeting-sponsored hotel and present a receipt for the hotel expenses.

PM REP:

Retired CMR: the chapter will pay mileage for travel under 100 miles one way; or will pay mileage, \$50.00 per diem and lodging for travel over 100 miles one way. **Active CMR:** the chapter will pay mileage for travel under 150 miles one way; or will pay mileage, \$50.00 per diem and lodging for travel over 150 miles one way. All mileage must have a MapQuest included.

THIS POLICY WAS UPDATED ON 2/24/2022 TO MODIFY SOC & LEGISLATIVE



PROPOSED CHAPTER BYLAW CHANGES

All proposed amendment(s) must be submitted in writing to the **Chapter president** at least **sixty (60) days** prior to the opening of the annual Chapter convention. The proposed amendment(s) shall be published prior to the convention. These bylaws may be amended at any convention of the chapter by a two-thirds vote of the active voting members present and voting. Any proposed amendment(s) shall be read at one session of the convention and voted on at a subsequent session. These amendment(s) shall become effective immediately upon the adjournment of the convention unless otherwise specified in the amendment.



VP/Legislative Chair - Glen Forbes



ON THE LEGISLATIVE FRONT

Happy New Year to All!

On the Legislative front, Representative Garret Graves re-introduced HR 82 (the WEP and GPO offset bill) on January 9, 2023 in the 118th congress. There are currently 112 co-sponsors from both parties, including all of our Representatives with the exception of Steve Scalise. I have been in contact with his office and with all of our other representatives while attempting to set up meetings for our Washington D.C. visit on March 21st. I would urge all members to contact Mr. Scalise's office at 202-225-3015 and ask what is his position and is he willing to be a co-sponsor of the bill.

To recap what HR 82 is :

- Repeals provisions that reduce Social Security benefits for individuals who receive other benefits; such as a pension from a state or local Government.
- Eliminates the government pension offset, which in various instances reduces Social Se-

curity benefits for spouses, widows, and widowers who also receive government pensions of their own.

- Eliminates the windfall elimination provision, which in some cases reduces SS benefits for individuals who also receive a pension or disability benefit from an employer that did not withhold Social Security taxes.

These changes are effective for benefits payable after December 2023.

The current law only affects 17 states (Louisiana being one). It not only concerns Postal Employees, but also state employees, fire, police, railroad workers, and teachers to name a few. One of our representatives told me that it was legalized stealing and it needed to be changed immediately. This new proposed law is simply giving the full Social Security benefit to those who have paid into the system.

I hope to see you in Gonzales at our next UPMA meeting.



CONGRESSIONAL CONTACT INFORMATION

Senators

Senator Bill Cassidy
520 Hart Senate Office Bldg
Washington, DC 20510
Phone: (202) 224-5824

Senator John Kennedy
416 Russell Senate Office Bldg
Washington, DC 20510
Phone: (202) 224-4623

Representatives

District 1 - Steve Scalise
2049 Rayburn House Office Bldg
Washington, DC 20515
Phone: (202) 225-3015

District 4 - Mike Johnson
568 Cannon House Office Bldg
Washington, DC 20515
Phone: (202) 225-2777

District 2 - Troy Carter
506 Cannon House Office Bldg
Washington, DC 20515
Phone: (202) 225-6636

District 5 - Julia Letlow
1408 Longworth House Office Bldg
Washington, DC 20515
Phone: (202) 225-8490

District 3 - Clay Higgins
572 Cannon House Office Bldg
Washington, DC 20515
Phone: (202) 225-2031

District 6 - Garret Graves
2402 Rayburn House Office Bldg
Washington, DC 20515
Phone: (202) 225-3901

Registration Form

**UPMA 2023
Legislative Summit**

March 19-22

Hyatt Regency Crystal City, Arlington, VA



You also may register online at www.unitedpma.org

Please note: one attendee per registration form.

Name (as it should appear on your badge): _____

First Name _____ Last Name _____

Title (please check one that applies): Postmaster UPMA Retired Associate Member Guest

Supervisor Manager EAS Professional PMR

Post Office You Represent: City _____ State _____

Name of your U.S. representative (not senator): _____

Your Mailing Address: _____

City _____ State _____ ZIP _____

Daytime phone: _____

Email: _____

Registration Fee: (please circle fee that applies)	Registration
On or before Feb. 15, 2023	\$45
After Feb. 15, 2023	\$65

Hotel Information

Reserve rooms at the Hyatt Regency Crystal City, 2799 Richmond Highway, Arlington, VA 22202; 1-800-233-1234. The room rate of \$209 will be honored until March 1, 2023, or until the room block is sold out, whichever comes first.

All reservations must be accompanied by the first night's room deposit. After March 1, all first-night room deposits will be non-refundable.

The \$209 room rate includes 50% off valet parking, complimentary access to the health club and complementary shuttle to/from Reagan National Airport.

Payment (Payment in full, using one of the following payment options, must accompany this form; payment is non-refundable):

- Check payable to UPMA
- Visa/MasterCard only

Card Number _____

Expiration Date ____/____ Card Security Code _____

Signature _____

Please mail completed forms, with payment in full, to:

UPMA Legislative Summit Registration
8 Herbert St.
Alexandria, VA 22305-2600



VP/Membership Chair - Vicky Johnson

BLESSINGS OF MEMBERSHIP

Blessings

I chose the title to my article after church today as I was feeling really blessed. The Message our pastor brought reminded me of how fortunate we are to live in this country and the privileges we still have.

The Bible teaches that we are to Honor those in authority because that's what the Lord has set into place. We may not always agree but we must do what is required, like pay our taxes. There are a lot of crazy things going on right now in our country but we can't give up. We need to pray for our elected officials, share and express our differences and participate.

I have said it many times but one of the greatest privileges I have had

as a UPMA member is the opportunity to travel to Washington DC and walk the halls of Congress. The first time I went to DC I remember being in the elevator in the Senate building and discovering that the other people in there with us were sheep farmers. Wow that made me realize that all of us have the chance to take our cares and concerns to Washington and ask for support. I felt so proud to be there representing Louisiana UPMA and the Postal Service along with fellow members from all over the country.

It looks like there are only 4 people signed up to go to DC. I wanted to let you know that it is not too late if you can work it out to go and I

promise it will be a trip you won't forget. Being able to experience a trip like DC and being part of a great organization in Louisiana, as well as around the country, is only part of the blessings I have experienced. Knowing I can pick up the phone anytime I need help is priceless, and thanks to those who are always there for me. I am here for any of you that need anything. Don't hesitate to call.



JOB APPLICATIONS

Message from Vicky Johnson, Membership VP

There are a lot of jobs being posted around the state. If any of you are interested in applying, please be sure to read your applications thoroughly before you apply. The Supervisor Qualifications have changed and also the Qualifications for Postmaster are different from the ones to be addressed for Supervisor. Be sure to use situations that you have experienced personally and use the STAR format to illustrate them. If you have any questions please feel free to contact anyone on the Executive Board and they will be glad to help.

Yolande M James
Supervisor

Nykeriya McElroy
Associate Member

Genevie Hicks
Associate Member

Letty L Landry
Postmaster

Glinda June Silk
Supervisor

Natasha Edwards
Supervisor

Christina Michelle Cocke
Supervisor

Marcel W Furlough
Supervisor

Alma Christine Aikens
Supervisor



VP/Education Chair - James Sayles

WHAT IS CAREER DEVELOPMENT?



In five years, where do you see yourself? At some point in your career, everyone has been asked that groan-inducing question in an interview. When you do not know the internal promotion structure of the organization you are interviewing with and the potential opportunities for growth and development, or lack thereof, that you will encounter if you get the job, it is an extremely difficult (and ineffective) question to answer. A better time to ask that question is after you have been on the job for a while and seen firsthand what it is like to work in the organization, who gets promoted, what different types of achievements and behaviors are rewarded, and how you might move up the ladder.

What exactly is career development? Setting short- and long-term goals, getting the training you need

to master new skills and abilities, and working with a career coach to help you do it are all important but often overlooked aspects of your career. Do not expect to advance in your career unless you take further action to set goals, work towards them, and seek feedback. One's knowledge is never complete. There is always something new to discover. We encourage you to join us at one of our United Postmasters and Managers of America meetings or events to learn more about opportunities to advance your career and education within the United States Postal Service. We look forward to seeing you!

Do you have questions about your 991 or KSA (knowledge, skills, and abilities) or application profile? We can assist you. Having problems with edit books, 4003s, or RRECS?

We can assist you. Are you interested in learning more about your NPA and eFlash? Yes, we can assist! We may be outstanding at whatever we do individually. We are, however, greater and stronger together. I cannot emphasize enough how important it is for us to share our knowledge with our fellow United States Postal employees. That being said, if you have anything you would like to share with the masses, please let us know.

Each and every one of you has something valuable to offer and bring to the table. Do not be afraid to inquire. Knowledge is power, and knowledge shared is even more so.

Take part in the challenge, share your knowledge, and work on something to improve.

UPMA Learning Center

www.unitedpma.org



Online training website has many topics available such as:

- ◇ eCareer
- ◇ Outlook Basics
- ◇ NPA Mitigation
- ◇ Conflict Resolution
- ◇ Personal Absences
- ◇ Managing Your RMPO
- ◇ Emergency Placement
- ◇ Planning for Retirement
- ◇ Choosing the Right Health Plan
- ◇ Labor Relations and Grievance Handling
- ◇ Supervisor's Guidelines for Attendance Control

Your UPMA member ID number can be found on the address label on your copy of the UPMA Leader. Your member ID and password (first two letters of your last name in lower case and 12345), allow you to access the UPMA Learning Center. Under the Resources tab, choose Educational, then "Enter the UPMA Learning Center" to view all of the educational videos available. Note: New members can take up to two months to get data uploaded to website to enable access.



VP/PAC Chair - Tessa Clark



ARROW KEYS

We have now passed another PEAK season and hopefully everyone has returned to somewhat of a normal routine. Just last week, I attended a Zoom meeting on Legislation and PAC. The meeting covered topics that happened in FY 2022 such as Postal Reform, PM General DeJoy's commitment to put into service 66,000 electric vehicles. On August 16, 2022, Congress signed into law a bill that the USPS would receive 3 billion dollars to purchase electric vehicles. Also covered in the meeting was the hiring shortages.

Looking forward to 2023, one issue that the USPS and UPMA are expecting to be addressed is some sort of Congressional legislation concerning the recent rise in mail theft, ARROW Key thefts and mail fraud.

This brings up the issue of the ARROW Key Inventory, being accountable for the ARROW Keys and following procedures for the issuance of ARROW Keys. Everyone should have Certified their inventory of keys in RADAR. The use of ARROW Key logs and PS Form 3867 for the carriers must be signed out everyday by carriers, clerks, supervisors, managers, and every person who puts their hand on an ARROW Key. The ARROW key must be attached to your person. Follow the procedure for if/when the ARROW Key is lost or stolen. Lost or stolen keys must be reported to the Inspection Service immediately. Include the key serial number, the date of the loss, and the circumstances of the loss.



THANK YOU FOR RETURNING THIS FORM WITH YOUR PAC CONTRIBUTION

Date: ____ / ____ / ____

I'll do my share! Enclosed is (check one): _____ \$20 _____ \$50 _____ \$100 _____ \$200 Other: \$ _____

Name: _____
(Please PRINT name and UPMA Member ID Number on the above line)

Clip this remittance Form and mail your Donation today to:
 Tessa Clark
 PO Box 352
 Cottonport, LA 71327

Home Address: _____

City, State, Zip Code: _____

My Contribution is by (check one): Check (made out to UPMA PAC) Money Order



Earn 4.50% APY* with our Premium 36-Month Certificate.

Take advantage of this limited-time offer and open your account today with a minimum balance of \$500 at www.SignatureFCU.org/ShareRates

*APY = Annual Percentage Yield. Rates are effective as of 1/31/2023. \$500 minimum deposit required to open. Rates are set by the Board of Directors and may change without notice. Rates are fixed for the term of the Share Certificate and a penalty may be assessed for early withdrawal of funds. At the end of the term, the Share Certificate will automatically renew to the standard 36-month certificate rate. Your deposits are federally insured up to \$250,000 by the National Credit Union Administration (NCUA).



Chapter Member Rep - Benny Daigle

INVESTIGATIVE INTERVIEWS



As your Adverse Action Member Representative I am here to help you should the need arise. If you are called in for an Investigative Interview please contact me immediately. It doesn't mean you're about to lose your job. Investigative Interviews can be positive; often to air out differences or misunderstandings.

If a Postal Inspector or OIG comes to your office and the questions are related directly to you ask the question 'AM I UNDER INVESTIGATION?' If they

say yes, tell them you will not talk to them until your Postmaster Representative is present. You are to call me immediately. Cut out the box below and keep it in your office.

If you have an EEO filed against you contact me immediately. If you think you have an EEO call me and we will discuss.

You can contact me @ 225-335-5111.

IF YOU RECEIVE A VISIT FROM THE INSPECTION SERVICE OR THE OIG

Statement to be read to Postal Inspectors or OIG:

I request to talk to my UPMA representative before answering any additional questions. If I am a suspect in a criminal matter, please so advise me. If so, I wish to contact my attorney.

Chapter Member Rep: Benny Daigle

Phone: 225-335-5111

If I am under arrest, I request you to so advise me and inform me of the reason or reasons. I will not resist arrest.

I do not consent to a search of my person or property. However, I will not physically resist or obstruct such a search. If you have a search warrant I request to see it at this time.

I will cooperate with you fully, but I will not sign a waiver-of-rights form. I will not admit or deny any allegations, I will not make any written or oral statement unless my attorney and/or UPMA Representative are personally present and so advise me.

Earn up to 3.50% APY¹ with a High-Yield Checking Account!

With a High-Yield Checking Account from SFCU, you can **earn up to 3.50% APY on balances up to \$20,000**, with no minimum balance requirements or monthly account fee, giving you another way to save for whatever life throws your way.

Here's how you can qualify for a High-Yield Checking Account:

Your debit card must have at least 15 debit card transactions post per month²

Have direct deposit totaling \$1,000 or more into your account per month

You must be enrolled in e-statements

Only one High-Yield Checking per account

Balances up to \$20,000 will earn 3.50% APY. Any amount over will earn standard checking APY

If any of these requirements are not met, the account will earn the standard checking APY for that month.


Open your account today at www.SignatureFCU.org/High-Yield



¹ APY = Annual Percentage Yield. Rate effective as of 1/31/2023. Balances above \$20,000 or accounts not meeting the qualifications earn 0.00% APY, while balances below \$20,000 and meeting the qualifications will earn 3.50% APY. Rates are set by the Board of Directors and may change without notice. Fees could reduce earnings on the account.

² The debit card must be used at least 15 times per month and those transactions must post during the month. SFCU calculates the number of transactions from the first day of the month to the last day of the month.

UPMA MEETING

Stirring up your career in
 the  capital of
 the World - Gonzales, LA
 February 23th – 24th

Tentative Agenda:

February 23th:

2:00 PM -Executive Board Meeting
 5:00 PM – Hospitality

February 24th:

8:30 AM – Business Session
 10:00 AM – District Panel
 12:00 PM – Lunch
 1:30 PM– Training



Location: Clarion Inn Conference Center
 1500 Louisiana 30 W, Gonzales, LA 70737
 Phone # 225-647-8000
 Or 225-285-4614
 Room Rates: \$98 (Includes breakfast)
 Deadline for room rate is February 14th
 Room Code: UPMA

**PLEASE EMAIL ANY QUESTIONS
 THAT YOU WOULD LIKE ANSWERED
 TO LA_UPMA@YAHOO.COM**

Registration Deadline is Wednesday February 17, 2023.

Name Badge should read: _____

Position / Office / Zip Code _____

Check all that applies:

_____ **First Timer** _____ Guest Name _____

_____ Postmaster _____ Retiree / Office Retired from _____

_____ Supervisor _____ PMR

_____ Manager

_____ Associate Member



Send Registration to LA UPMA & mail
 to: Donnette Elliott
 PO Box 757
 Ball, LA 71405

You may also email it to:
Ms_dle@hotmail.com

Registration Fee - \$30



7th UPMA National Convention

Aug. 26-Sept. 1, 2023

Official Registration Form

Registration also available at www.unitedpma.org

Please complete one form per registrant. Photocopy the form for additional registrations.

First Name: _____ Last Name: _____

Title:

- Postmaster/OIC
- Supervisor
- Manager
- EAS Professional
- Associate
- UPMA Retired
- Spouse
- Guest

First Name (for your badge): _____

Post Office You Represent City: _____ State: _____

Your Mailing Address: _____

City: _____ State: _____ ZIP+4 _____

Call Phone: _____

E-mail: _____

Active First-Timer?

Yes No

UPMA Retired First-Timer?

Yes No

Convention Registration (only one person per form):

Please circle the appropriate fee:

	8/26/22- 3/31/23	4/1/23 6/30/23	After 6/30/23
Postmaster/Manager/Supervisor/ Associate/OIC/EAS Professional	\$165	\$200	\$250
Daily registration is available at \$75/day.			
First-Timer*—Active	\$95	\$95	\$95
UPMA Retired or Guest†	\$133.75	\$160	\$197.50
<i>(UPMA Retired Luncheon included)</i>			
Auxiliary/Spouse/ Postmaster Guest	\$155	\$190	\$245
<i>(Does NOT include UPMA Retired Luncheon)</i>			

Children (17 and under) \$80; includes child's meal at the Grand Banquet.

*First-timers must pay their registration fee in advance using this form; online registration not available. After attending the convention, they must submit a form to the National Office to be reimbursed.

†UPMA Retired member may have one guest (not an active member) register for the same price.

Grand Banquet: Aug. 31, 2023

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for UPMA

Retired Luncheon @ \$35 each \$ _____

Total Payment: \$ _____

Check payable to UPMA

Visa/MasterCard

Card number: _____

Card security code: _____ Expiration date: _____

(3- or 4-digit code imprinted on card)

Signature: _____

Mail with full payment to UPMA National Convention
Registration, 8 Herbert St., Alexandria, VA 22305-2600.

Hotel Reservation

UPMA has a special rate at the convention hotel beginning Sept. 3, 2022. You must call the hotel directly to make a reservation. The National Office will not handle room reservations. To make a reservation, you must make a deposit to the hotel in the amount of your first night's lodging; this deposit is non-refundable after July 24, 2023. All room cancellations must be made directly with the hotel. To secure the special UPMA rate, you must identify yourself as part of the UPMA convention. The rate is available only until July 24, 2023, or all rooms in the block are sold, whichever comes first. The group rate is available five days pre- and post convention based on availability.

Sheraton Denver Downtown Hotel

1-888-627-8405

\$159—single/double/triple/quad

Be sure to request the
UPMA group code: UPMA 2023

Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by June 1, 2023; no refunds after that date. All refunds are subject to a \$40 handling fee.

Registrations are non-transferable.

Questions?
Call 703-683-9027

DENVER COLORADO





Retiree President - Rosemary Lee

THE HONORABLE RETIREES ZONE



Greetings...

I can't believe we're in 2023 already, and I hope everyone had a safe and blessed holiday season this past year. I know for many of us, this is a rough time of the year because it brings back so many memories of loved ones and friends that are no longer with us. My prayer is that we whisper a prayer to God for one another to give strength and comfort during times like these. As I pen this article for the Bayou Times magazine, I am reminded of the postal employees around the nation and I applaud the awesome job they do each and every day.

I implore each of you to let this year be the year you come together and get involved with your UPMA Chapter throughout the year. We need you and we need your help, your suggestions, opinions and most of all, we need you to get involved! We would love to see all of our members come back in 2023. I am reminded of an old school's motto

that said, **"Everybody is Somebody."** Our first meeting will be held on February 23-24th in Gonzales Louisiana.

Beginning this year, **Social Security recipients** will receive an 8.7% cost-of-living adjustment (COLA) in their benefits for 2023. This is the largest increase seen in more than 40 years. The good news is, Medicare Part B which normally increases during cost-of-living adjustments, will decrease this year to \$164.90 a month.

The **Postal Service Health Benefits (PSHB) program** will operate within the Federal Employees Health Benefits program, but will include plans that only serve postal workers, annuitants and their family members. The new guidance identified those eligible groups and assured the individuals that they don't have to take any immediate steps to keep their health insurance coverage. So, current and former postal employees will continue to participate in FEHB for 2022, 2023 and

2024, but will make a new election into the **postal-specific program in late 2024** during the **"open season"** period. The Office of Personnel Management and USPS must set up the PSHB program by late 2024 with employees, retirees and family members shifting to it by Jan 1, 2025. Congress required these changes as part of the **Postal Service Reform Act** that President Biden signed into law in 2022. Individuals who receive health insurance through USPS currently do so through the same program that serves all federal employees and retirees. *"OPM and the Postal Service will continue to provide updates leading up to the 2024 PSHB Open Season to help ensure a smooth transition for all eligible employees and annuitants,"* the agencies said.

As we enter into the 118th Congress this year....

The WEP/GOP reform will remain our top priority in Washington D.C. in March.

PRAYERS

Trent Nelson who is ill.

Let us keep all of our members, families and loved ones who have been dealing with serious health issues and deaths. Our prayers and thoughts are with everyone!!

PRAYERS & SYMPATHIES

Family of Donald Augustus, Sr - died 11/6/22

Karen Boudreaux - death of her brother Lawrence Albert, died 11/26/22

Alicia Woods - death of her father, Freddie Woods, died 12/5/22

Family of Margaret "Bonnie" Robillard, retired Postmaster of New Roads, died 12/27/22

Family of Jessie Champagne, Retired Postmaster of Rayne, died 1/14/23

Kathy Herring - death of her husband, Corky Herring, died 2/4/22



The Social Security Fairness Act of 2023 (H.R. 82), was reintroduced by Louisiana's House Member, Rep. Garret Graves (R-LA) and Abigail Spanberger on January 9, 2023.

This bill would repeal the **Government Pension Offset (GPO)** and the **Windfall Elimination Provision (WEP)**, which both are part of the Social Security law that unfairly reduce or may eliminate Social Security benefits for millions of federal annuitants.

WEP reduces earned Social Security benefits for CSRS employees and for Federal Employees Retirement System (FERS) employees, who also receive a public pension from another job that was not covered by Social Security. In addition, WEP affects employees who move from a job in which they earn Social Security to a job where they do not earn the Social Security benefit.

GPO affects CSRS employees and spousal benefits of people who work as federal, state or local gov-

ernment employees if the job is not covered by Social Security. GPO currently reduces by two-thirds the benefit received by surviving spouses who also collect a government pension. The bill has already gained 69 cosponsors, but could be difficult to pass due to the price tag.

WEP and the GPO effects millions of retirees who loses part or all of their earned Social Security benefits, they target lower income retirees more harshly than others, and these are individuals that have paid into SS as everyone else.

These are the only states affected by the WEP and GPO:

Alaska, California, Colorado, Connecticut, Georgia, Illinois, Kentucky, **Louisiana**, Maine, Massachusetts, Missouri, Nevada, Ohio, Rhode Island, and Texas.

Membership: UPMA members connected with members around the nation and signed up 3,382 new members since January 2022,

and Louisiana Chapter gained quite a few of them! I implore you to get involved, get on board and invite a postmaster, whether retired or active, a manager, supervisor or craft employee to join the United Postmasters and Managers of America organization. **The free membership will continue until December 31, 2023 and everyone is eligible to join!** What a deal!

Last but not least, if you know of any UPMA member, Postmaster, Supervisor that has expired, please contact me at tyrwlee@att.net, Kathy Herring or Mavis Connolly with their names. We would like to acknowledge and honor them during our Memorial period at our State Convention.

We hope to see you soon at our meeting in Gonzales in the next few weeks and most certainly at our State Convention to be held in Natchitoches Louisiana in June.

Until we meet again, please stay Safe and be Blessed!

REMEMBERING JUDY CHOATE

By: Martha Lane

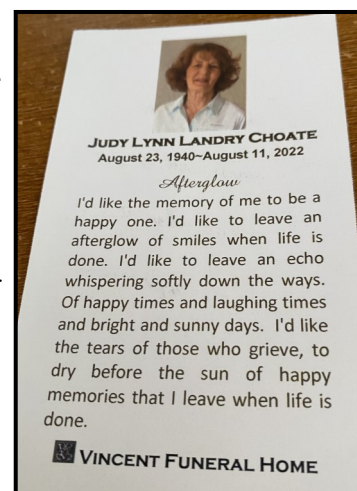
The first time I got acquainted with Judy Choate we were both on a committee to plan the memorial service for a NAPUS state convention. I quickly learned that Judy was fun loving but also very serious about her faith and the desire to honor the deceased and glorify the Lord in the Memorial Service. We both were on that committee for a few years and it was always a joy to serve with her. She enjoyed singing in the NAPUS choir and she talked a lot about how she loved singing in the choir in her church in Abbeville.

Another memory I have of Judy is when we went to a NAPUS Legislative Conference in Washington Dc. Judy, Claire Babin, Bobbie Nelson and I roomed together. We attended the legislative sessions and made visits on Capitol Hill but also enjoyed seeing a lot of places we had not seen before like the Holocaust Museum. We had planned to make a quick walk through it but were so moved by the sad events of the Holocaust that we stayed several hours. It was a trip of a lifetime, especially rooming with those three and seeing the sights of Washington, DC with

them. Seems to me that NAPUS friends were the best.

After we retired Judy and I continued to stay in touch. I recall that the last time I saw her was when she drove up to Lafayette for the day to attend the Memorial Service and Retirees Luncheon. When I sent her a Christmas card recently I received a note from a family member letting me know that she passed away on August 11, 2022. Enclosed was this sweet picture of her on a little card with an "Afterglow" written by Judy herself shortly before she passed away. It is beautifully written and sounds just like her. If you knew her, I know you will agree with me. I'm so glad our paths crossed in this life.

Her passing is a reminder that life is short, the end of life is certain and it is important to prepare for eternity by accepting Jesus as Savior.



Louisiana UPMA Member of the Year

Nomination Form

NAME OF NOMINEE _____

CAREER DATA

EMPLOYMENT DATE _____ OFFICE /RETIRED _____

POSITION _____ LEVEL _____

USPS DATA

ASSIGNMENTS AND DETAILS _____

USPS AWARD/RECOGNITION _____

UPMA DATA

UPMA OFFICER AND COMMITTEE POSITIONS _____

UPMA AWARDS/RECOGNITION _____

COMMUNITY SERVICE _____

(ADDITIONAL PAGES MAY BE USED IF NECESSARY)

DEADLINE IS MAY 1, 2023

MAIL THIS FORM TO: Mavis Connolly
301 Lippi Blvd
Lafayette, LA 70508



Louisiana UPMA Scholarship Application

Qualifications, Limitations, Requirements and Conditions

The applicant must be a graduating high school senior or college student with a grade point average of 2.5 or better having a minimum score of 17 ACT and must be the son, daughter, or grandchild of an active Louisiana UPMA Member to be eligible.

Applicant _____ **Date of Birth** _____

Address _____

Phone Numbers _____ **Alternate Number** _____

Name of High School _____

Parents Name _____

Address _____

Sponsoring Member _____

Must be legal parent or grandparent of applicant

Scholarship Essay _____

Please write a short essay to tell us about yourself and your family, why you will be a good candidate for this scholarship, as well as accomplishment you are proud of and how UPMA has played a part in your life. Please include achievements such as:

Honors and Awards
Class Officer Positions
Student Associations
Athletic Achievements
Musical or Drama Achievements
College Prep Courses
Community Service



Signature of Applicant _____ **Date** _____

PLEASE INCLUDE ACT SCORES AND REPORT CARD WITH YOUR APPLICATION

A RECOMMENDATION LETTER FROM A TEACHER OR GUIDANCE COUNSELOR IS ALSO ENCOURAGED.

**Mail this form to: Vicky Johnson
P O Box 222
Harrisonburg, LA 71340**

Two \$500 scholarships will be awarded based on academic performance as well as high school and outside activities. Winners will be selected by the scholarship committee. Scholarship awards will be presented at the UPMA State Convention.

Deadline is May 1, 2023

BYLAWS OF THE LOUISIANA CHAPTER of the UNITED POSTMASTERS AND MANAGERS OF AMERICA (AS AMENDED 6-14-2020)

Preamble

The purposes for which this Chapter is organized as a part of the national organization, United Postmasters and Managers of America (UPMA), shall be to provide a vehicle through which members may assist one another in matters connected with their employment in the United States Postal Service; to foster a favorable image of public service; to assure the users of the mails the best service possible; improve the conditions under which individuals work, having concern for salaries, hours of employment, working environment, and related issues; to cooperate with other groups and levels of postal management in the achievement of common goals.

Article I – Name

This organization shall be known as the **LOUISIANA** Chapter of the United Postmasters and Managers of America (UPMA).

Article II – Purpose

The purpose of this organization shall be to affiliate with and become a part of the national UPMA organization.

Article III – Membership

Any person as designated by the UPMA Governing Documents to be a member of the national Organization shall be considered a member in this Chapter but no member in arrears for dues shall be recognized or permitted any of the privileges at its conventions.

Article IV – Meetings

The annual convention of the organization shall be held during the second full week of June and in the city as set by the “annual convention one year or more prior to that convention,” provided however, that the president may, with the approval of the majority of the executive board, and for good and sufficient reason change the time and or place previously fixed. **All chapter conventions must be completed prior to the start of the National Convention.**

Special meetings may be called by the president, and shall be called on the written request by a majority of the executive committee or on written demand of ten (10) percent of the paid up membership of this chapter.

The chapter secretary/treasurer shall mail notice of meetings to members of the executive committee at least ten (10) days prior to the date specified for such meetings.

In any convention of this chapter, all members who are present and registered for the convention shall constitute a quorum.

Roberts Rules of Order shall govern the deliberations of this chapter.

Article V – Election of Officers

The officers of this chapter shall be a president, a secretary/treasurer, the immediate past president (who shall serve for a term of one year beginning on November 1 of the year a newly elected president shall assume office), the president of the UP-

MA retired, who together with the 4 vice presidents, shall constitute the executive committee, and the governing body of the chapter. Requirements to run for an executive board position are that you must be a member for at least 1 calendar year. Requirement to run for UPMA President is that you must be a member and have served on the Executive Board for 2 years.

The President shall be elected at the annual convention to serve a term of 2 years. The Presidential Officer shall be limited to 2 consecutive terms. The Vice President / Political Action Committee Chair and the Vice President / Education Chair shall be elected in even years at the annual convention to serve a term of 2 years. The Vice President / Legislative Chair and the Vice President / Membership Chair / Service Rep shall be elected in odd years at the annual convention to serve a term of 2 years. The Vice President Officers shall have no term limits. The Secretary / Treasurer shall be elected at the annual convention to serve a term of 1 year. The Secretary / Treasurer Officer shall have no term limits. The term of office shall commence on November 1st and end on October 31st.

The new executive committee shall hold an organizational meeting within 90 days after November 1st each year.

Additional or other nominations may be made from the floor, if seconded and approved, and shall be included with the list of recommendations made by the nominating committee for determining by ballot of those present and qualified to vote in said election. If there shall be more than two nominations for any office, balloting shall continue until one candidate receives a majority of the votes cast. With the exception of the position of President, which shall be limited to active EAS members who are members in good standing of the organization, Retired postmasters, retired EAS employees and Postmaster Reliefs shall be permitted to hold office in this chapter provided they are present at the meeting where the vote will be taken and that no active EAS member seeks the office. Any active member who is an officer of this chapter, who during their term shall resign or be removed for any cause whatsoever from the position that qualified them for active membership, shall immediately become ineligible to hold office and their office shall be declared vacant.

Article VI – President

The president shall preside at all meetings of the chapter, shall call special meetings when requested to do so as provided in Article IV. They shall also preside at the meetings of the executive committee and appoint all committees for the proper handling of the business of this chapter and in general perform such duties as may pertain to the office. The president shall receive such compensation for their services as the executive committee may provide.

In the event of a vacancy in the presidential position, the vacancy shall be filled by the executive committee.

Article VII – Executive Vice President

The Louisiana Chapter has chosen not to have an Executive Vice President as a position on the board.

Article VIII – At Large Vice Presidents

The At Large Vice Presidents will be responsible for the following duties:

The Vice President / Education Chair will work with the President in aligning training that is deemed necessary and appropriate for the membership.

The Vice President / Legislative Chair will handle legislative activity within the chapter.

The Vice President / Political Action Committee (PAC) Chair will handle any PAC activities within the chapter.

The Vice President / Membership Chair / Service Rep will promote membership for the organization, and ensure that the chapter always has a strong membership. It will also be their duty to promote and educate members on the benefits available to them due to membership.

In the event of a vacancy in the vice presidential position, the vacancy shall be filled by the executive committee.

Article IX – Secretary-Treasurer

The secretary-treasurer shall combine the office of secretary and treasurer, and shall perform all duties commonly incident to both offices. The secretary-treasurer shall be bonded as provided in Article XV hereof and shall receive such compensation for their services as the executive committee may provide. The secretary-treasurer shall keep all records, record the proceedings of all conventions and meetings of the executive committee, deposit, withdraw and have custody of the funds of the chapter and shall be responsible to keep an accurate and complete account of the receipts, vouchers and membership. In the event of a vacancy in the position of secretary-treasurer, the executive committee shall fill the vacancy.

Article X – Editor

The executive committee shall appoint an editor, at which time they become a voting member of the committee. It shall be the editor's duty to publish the official newspaper of the Louisiana Chapter of UPMA. The editor may receive such compensation for their services as the executive committee may provide.

Article XI – Executive Committee

The officers of this chapter shall be a President, 4 at large Vice Presidents, a Secretary-Treasurer, the immediate past President (who shall serve a term of one year beginning on November 1st of the year a newly elected president assumes office), the President of UPMA Retired, Editor, Chapter Member Rep and the Parliamentarian and shall constitute the executive committee and the governing body of the chapter.

It shall be the duty of the executive committee to carry out the orders of the chapter as expressed in the convention; it shall have direct control of all business of the chapter and its affairs; it shall be the power of the executive committee to authorize necessary expenditures; to audit all accounts; approve the expenses of the executive officers and in general perform all the functions ordinarily attached to such committee.

The executive committee shall have the power to remove any of its members for good and sufficient reason by two-thirds vote of the committee when in session.

Article XII – Sergeant-At-Arms

At the opening of each convention the president may appoint a master sergeant-at-arms and the necessary assistant sergeants-at-arms, and it shall be their duty to maintain order and perform such other duties as designated by the president.

Article XIII – National Convention Roll Call

Voting Procedure

When preparing for roll call votes to be cast on elections, amendments, etc., at the National Convention, the vote shall be taken by paper ballot at the annual Chapter Convention. The results of that paper ballot shall govern the procedure, by percentage, for how the Chapter's votes will be cast at the National Convention by the Chapter President. The results of the votes shall be recorded by the National Officer present at the convention, as well as in the official minutes of the Chapter convention. The National Officer and the Chapter President must send the results to the National Office within ten (10) days of the conclusion of the Chapter convention. On the issue of elections, the Chapter's official vote must be taken at the Chapter convention in the year that the election will take place at the National convention. In the event that there are issues that are presented at the National Convention that were not considered at the Chapter Convention that require a roll call vote; A vote shall be taken by paper ballot of active members present at the National Convention. The results of that paper ballot shall govern how the Chapter's votes will be cast at that National Convention by the Chapter President.

Article XIV - Bonds

The chapter shall be required to be bonded in the amount deemed sufficient by the executive committee, said bond to be executed by a surety company approved by the executive committee and the premium on such bond shall be paid by the chapter.

Article XV – Dues

The annual dues of the members of this Chapter shall be the same as provided in the governing documents of the national organization.

Article XVI – Official Publication

There may be established an official publication of this Chapter, to be published 5 times per year. The publication will be distributed to the membership and others. The official publication will be named "The Bayou Times". In addition, the Chapter may maintain a website or social media sites for the dissemination of information. The executive committee, as the governing body of the Chapter, shall have editorial control over the official publication(s).

Article XVII – Amendments

All proposed amendment(s) must be submitted in writing to the Chapter president at least sixty (60) days prior to the opening of the annual Chapter convention. The proposed amendment(s) shall be published prior to the convention. These bylaws may be amended at any convention of the chapter by a two-thirds vote of the delegates present and voting. Any proposed amendment (s) shall be read at one session of the convention and voted on at a subsequent session. These amendment(s) shall become effective immediately upon the adjournment of the convention unless otherwise specified in the amendment.

The Bayou Times
P O Box 515
Loreauville, LA 70552-0515

Periodical Postage
Paid



The deadline for the next issue is March 30, 2023
Please have your articles and pictures in to the editor on time.



**LOUISIANA UPMA
STATE CONVENTION
JUNE 15 - 17, 2023
CHATEAU SAINT DENIS HOTEL
NATCHITOCHEs, LA**



Natchitoches is the oldest permanent settlement in the Louisiana Purchase, established in 1714, even before New Orleans. It's a great place to visit and explore. At the heart of the historic district lies Front Street, a brick thoroughfare where wrought iron balconies, restaurants and shops face the beautiful Cane River Lake. The local meat pies are well known far and wide. The downtown general store is a great place to visit and find many treasures from years back. There is much history in the area; plantations, parks, a fort and museums.



Make plans now to visit the area while you attend your Louisiana UPMA state convention.